

Human Rights Policy

Asia Metal Public Company Limited (hereinafter referred to as “AMC”) recognizes and is committed to respecting human rights and equality for all individuals. This Human Rights Policy has been established as a standard guideline for managing human rights practices across the organization, ensuring that human rights violations are prevented in accordance with the company’s values.

Scope of Application

This policy applies to all operations of AMC and its subsidiaries, covering all employees and stakeholders within and outside the organization, including business partners, customers, contractors, and local communities in which the company operates. AMC is committed to promoting and respecting human rights throughout the entire value chain.

Guidelines for Implementation

1. Prohibition of Forced Labor

AMC strictly prohibits all forms of forced labor and will not request or withhold any important documents from employees without their consent, except as required by law.

2. Disciplinary Practices

AMC does not engage in or support any form of physical punishment, coercion, psychological abuse, or verbal harassment. Employees found violating the company’s human rights standards will be subject to strict disciplinary actions.

3. Child Labor Protection

AMC fully complies with labor laws in all jurisdictions where it operates and does not employ children below the legally permitted age. The company also prohibits child labor in any hazardous conditions that could endanger health and safety.

4. Non-Discrimination and Equal Opportunity

AMC promotes workplace equality and strictly prohibits discrimination in employment, compensation, benefits, training and career development, promotions, or termination based on differences in political views, race, religion, age, gender, cultural background, disability, or socioeconomic status.

5. Legal Employment of Migrant Workers

AMC upholds the legal and ethical employment of migrant workers and requires its business partners to comply with legal employment regulations, including contracts, work permits, benefits, wages, and safe working conditions.

6. Safe Work Environment and Employee Well-being

AMC ensures a safe and healthy work environment with proper occupational health standards to protect employees from physical and mental health risks. The company prioritizes accident prevention, workplace injury mitigation, and review of safety protocols.

7. Prevention of Sexual Harassment and Gender-Based Violence

AMC strictly prohibits sexual harassment and any form of gender-based violence, including verbal, physical, or psychological abuse. Employees who engage in such misconduct will face strict disciplinary actions under company policies and legal provisions. The company will also provide appropriate support to victims, including those harassed by external parties.

8. Prohibition of Human Trafficking

AMC strongly opposes and does not engage in any activities related to human trafficking. All employees must be hired voluntarily, without coercion, kidnapping, or threats. AMC also encourages its business partners to uphold ethical labor practices.

9. Fair Compensation

AMC ensures that all employees receive wages and compensation not less than the legal minimum standards. Employees will receive clear, written statements detailing their earnings in each pay cycle to fully understand their rights and benefits.

10. Human Rights in Business Partnerships

AMC expects its business partners to uphold human rights. If a partner is found to be violating human rights, the company reserves the right to terminate business contracts after providing written notice.

11. Reporting Human Rights Violations

AMC encourages employees and stakeholders to report any human rights violations through the company's whistleblowing or complaint channels. The company will take appropriate action to assist affected individuals, including cases involving third-party violations.

12. Whistleblowing and Complaints

12.1 Whistleblowing, Complaints, and Feedback Mechanisms for Employees

Employees who wish to report misconduct, file a complaint, or provide feedback should include detailed information about the issue, along with sufficient evidence or relevant details to facilitate an investigation. Employees may also provide their full name, address, and contact number if they wish. Reports can be submitted through the following channels:

Direct Supervisor of the reporting employee

Human Resources Department

- Company's Feedback Box: Human Resources Department / Secretary to the Audit Committee
- Company Website : <http://www.asiametal.co.th>
- Email Reporting : Audit Committee: ia@asiametal.co.th
Company Secretary: secretary@asiametal.co.th
- Postal Mail (Sealed Letter) Addressed to:
Chairman of the Audit Committee, Chairman of the Board of Directors, or Company Secretary
Asia Metal Public Company Limited (Head Office)
55, 55/1 Moo 2, Soi Wat Nam Daeng, Srinakarin Road,
Bang Kaeo Subdistrict, Bang Phli District,
Samut Prakan 10540, Thailand

12.2 Feedback Channels for Business Partners and External Complainants

External stakeholders, including business partners and non-affiliated complainants, can report concerns or provide feedback through the following channels:

- Company Website : <http://www.asiametal.co.th>
- Email Reporting : Audit Committee: ia@asiametal.co.th
Company Secretary: secretary@asiametal.co.th
- Postal Mail (Sealed Letter) Addressed to:
Chairman of the Audit Committee, Chairman of the Board of Directors, or Company Secretary
Asia Metal Public Company Limited (Head Office)
55, 55/1 Moo 2, Soi Wat Nam Daeng, Srinakarin Road,
Bang Kaeo Subdistrict, Bang Phli District,
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Whistleblower and Complainant Protection Measures

Whistleblowers, complainants, and related individuals are entitled to appropriate protection, fairness, and freedom from retaliation in any form. Their information and identity will be kept confidential. If disclosure is necessary, only the essential information will be revealed while ensuring the safety and minimizing any harm to the whistleblower. Access to such data will be strictly limited and permitted only with approval from the Chairman of the Board of Directors, Chairman of the Audit Committee, or an authorized signatory of the company.

Additionally, supervisors and department heads of the accused individuals have a duty to exercise discretion and take appropriate actions to protect whistleblowers, witnesses, and individuals providing

information during an investigation from any threats, unfair treatment, or retaliation resulting from their complaints, testimonies, or disclosures.

Dispute Resolution Mechanism

In the event of a dispute between a complainant and the accused, a designated representative appointed by the Board of Directors, Audit Committee, or an authorized signatory will mediate the dispute. If a resolution cannot be reached, the matter will be escalated to legal proceedings.

Remedial Measures

In the event of a dispute or damage resulting from the company's actions, a remedial mechanism will be implemented to ensure fair and human rights-compliant resolutions, as follows:

1. Non-Monetary Compensation – This may include formal apologies, assistance after the incident, such as medical support, psychological rehabilitation, or damage control and preventive measures to avoid recurrence.
2. Financial Compensation – An authorized representative will assess the extent of the damage and determine appropriate compensation, taking into account the severity of harm and alternative means of relief available to the affected individual.

3.

Policy Communication

To ensure all employees understand and comply with this Human Rights Policy and its guidelines, AMC will communicate this policy and its objectives to stakeholders through the following methods:

Employee Orientation Sessions

Company-wide training programs on labor rights, human rights policies, non-discrimination, and anti-harassment

- Communication through company executives
- Information dissemination by the Human Resources Department via the company's Intranet and official website
- Communication through relevant departments engaged in business operations with partners and contractors
- Official Announcement

This policy is issued for acknowledgment and compliance by all relevant parties.

Effective Date: December 16, 2024



(Mr Chusak Yongvongphaiboon)

Chief Executive Officer